

THE FEDERAL SPOTLIGHT

STAR

CSC Increases Cash Awards
For Money-Saving SuggestionsBy JOSEPH YOUNG
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The Civil Service Commission has raised the amount of cash awards Government employees receive under the beneficial suggestion program.

The new regulations, which are part of the Government's incentive awards program, will particularly benefit employees whose suggestions result in substantial savings. In many cases the cash awards will be more than double the old amounts.

Under the old program, employees received \$10 for suggestions resulting in savings of \$1 to \$200; five per cent on savings of \$200 to \$1,000; an additional 2½ per cent for savings between \$1,000 to \$10,000, and an additional one half of one per cent on savings of \$10,001 to \$100,000 or more.

Under the new regulations, the following schedule will apply: savings of \$50 to \$300, a cash award of \$15; savings of \$301 to \$10,000, cash award of \$15 for the first \$300 in benefits and \$5 for each additional \$100 or fraction thereof; savings of \$10,001 to \$20,000, cash award of \$500 for the first \$10,000 in benefits and \$5 for each additional \$200 or fraction thereof; savings of \$20,001 to \$100,000, cash award of \$750 for the first \$20,000 in benefits and \$5 for each additional \$1,000 or fraction thereof; \$100,001 or more savings, \$1,150 for the first \$100,000 in benefits, and \$5 for each additional \$5,000 or fraction thereof.

To cite a few examples: Under the old program an employee whose suggestion resulted in savings of \$15,000 would receive \$300. Under the new program he will receive \$625. Under the old program a sug-

gestion resulting in a \$35,000 saving brought a cash award of \$400. Under the new program it will bring the employee \$825.

The \$25,000 maximum cash award restriction continues in the new system, since that limitation is substantive law enacted by Congress.

The new schedule of cash awards also applies to suggestions resulting in intangible benefits that can't be measured in cash savings. Agency incentive awards committees will decide such awards in comparison with tangible cash savings on awards such factors as the scope, extent, application and significance of the suggestion to an agency's operations.

SUPER-GRADE JOBS—Chairman Murray of the House Civil Service Committee has introduced the administration-sought bill to add 301 super-grade and Public Law 313 jobs paying up to \$13,500 and \$19,000 a year. Mr. Murray sat on the administration request for nearly two months before sponsoring the bill.

The measure was referred to a House Civil Service subcommittee headed by Representative Davis, Democrat of Georgia, which is expected to hold hearings on it. Mr. Murray and Mr. Davis have some serious reservations about the wisdom of approving all or most of the 301 new top-grade job requests and administration officials face close questioning at the hearing to justify the requests.

There has been a tendency in Congress in recent years to allot additional super-grade jobs itself to designated agencies and departments, rather than to have the Civil Service

Commission decide which agencies are to get the super-grades and the number that each will receive. This is mainly for political reasons, since Congress can get special favors out of agencies it has given more super-grade jobs to. This system, however, has been inequitable to some agencies which haven't had the political backing or connections needed to get more super-grades from Congress.

JOB EQUALITY—President Kennedy has called on the Government's personnel directors to do all they can to "staff Government with the best possible people regardless of race or creed."

In a special message from Paris to the annual conference of the Society for Personnel Administration starting today at the Statler-Hilton Hotel, Mr. Kennedy reiterated his intention to rid the Government of discrimination in promotion and employment.

"I have dedicated my administration to this cause," Mr. Kennedy told the SPA.

MILITARY IN CIVILIAN JOBS—The House Civil Service Subcommittee on Manpower Utilization resumes hearings Monday on the use of military personnel in civil service jobs. Government employee leaders will testify.

Headed by Representative Davis, the group has been gathering new evidence showing the continued use of military personnel in civilian jobs. Also, the House unit is delving into the hiring of retired military officers for civil service jobs and the contracting-out to industry of functions normally performed by civil service employees.